

COACHING FOR LEADERS

Focused. Individualized. Results-Oriented.

Coaching doesn't have to begin with a performance problem.

Sometimes the better question is:

Where could focused development make the greatest difference right now?

What does this leader want—or need—to do differently? What is getting in the way? And what meaningful change could be made over the next 90 days?

A 90-Day Coaching engagement provides focused, confidential support around one meaningful development priority, with the coaching experience customized to the individual's role, goals, challenges and desired outcomes. Coaching engagements can be extended for additional development opportunities.

The focus may involve leadership, communication, relationships, decision-making, delegation, developing others, navigating change, or another priority that is important to the individual's effectiveness and success. Designed for mid- to senior-level leaders, Coaching for Leaders provides focused, confidential support around one meaningful development priority.

WHY 90 DAYS?

Meaningful change requires more than awareness.

A 90-day engagement provides enough time to move from **awareness** to **action** to **consistent practice**—leading to sustainable behavioral change.

Over six coaching sessions, the individual applies new approaches to real situations, reflects on what is working, adjusts where needed, and continues moving toward a clearly defined goal.

THE COACHING IS BUILT AROUND THE INDIVIDUAL

Although every engagement follows a structured coaching process, the desired results and outcomes are based on individual needs.

CLARIFYING THE PURPOSE FOR COACHING

Before beginning a coaching engagement, it helps to get specific about **why coaching, why now, and what you want to be different as a result.**

If you're considering coaching for another leader, answer these questions based on the changes or improvements you'd like to see 90 days from now.

Be specific. Focus on what you—or the leader you're considering for coaching—would actually be doing differently. The more specific you can be about the desired change, the easier it becomes to establish meaningful coaching goals and determine what success will look like.

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QUESTIONS TO CONSIDER

1. Why are you considering coaching now?

What situation, opportunity, challenge or change makes this the right time?

2. What is the single most important area you would like to strengthen or change over the next 90 days?

Be as specific as possible.

3. What are you not doing today that may be contributing to what you want to strengthen or change?

4. What would you like to be doing differently 90 days from now?

Describe the behavior, not simply the competency.

5. Who else would be impacted or affected by the desired change?

What might employees, colleagues, senior leaders, clients or other stakeholders see or experience differently?

6. What difference would this change make for you and others?

Consider its impact on your effectiveness, relationships, team, responsibilities or business priorities.

7. How will you know the coaching engagement is successful?

What observable change or result would tell you the investment had been worthwhile?

FROM DEVELOPMENT PRIORITY TO ACTION

The answers to these questions are a starting point—not the coaching plan.

Through the discovery process, we clarify the development priority, define the desired outcome and establish meaningful measures of success.

From there, the 90-day coaching experience provides the structure for **action, application, reflection and accountability**.

The goal isn't simply greater awareness. It's turning awareness into **observable change that matters to the individual and the company**.

MAKE THE NEXT 90 DAYS COUNT

If you are considering coaching for yourself or a leader in your company, let's talk about the development priority and whether a focused 90-Day Coaching engagement is the right fit.

To secure an opening or explore Coaching for Leaders in more detail, please contact:

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